

**Table 40. Quality of life benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2014**

(All workers = 100 percent)

| Characteristics   | Childcare <sup>2</sup> | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers .....   | 11                     | 6                  | 7                    | 39                | 54                           |
| <b>Worker characteristics</b>                                   |                        |                    |                      |                   |                              |
| Management, professional, and related .....                     | 17                     | 12                 | 11                   | 54                | 69                           |
| Management, business, and financial .....                       | 19                     | 19                 | 14                   | 57                | 71                           |
| Professional and related .....                                  | 16                     | 9                  | 9                    | 52                | 68                           |
| Teachers .....  | 14                     | 3                  | 6                    | 48                | 66                           |
| Primary, secondary, and special education school teachers ..... | 11                     | 1                  | 3                    | 46                | 67                           |
| Registered nurses .....   | 22                     | 5                  | 8                    | 69                | 81                           |
| Service .....   | 8                      | 1                  | 4                    | 24                | 38                           |
| Protective service .....  | 11                     | 4                  | 10                   | 43                | 62                           |
| Sales and office .....  | 9                      | 6                  | 6                    | 41                | 55                           |
| Sales and related .....   | 4                      | 4                  | 3                    | 39                | 53                           |
| Office and administrative support .....                         | 12                     | 7                  | 9                    | 42                | 57                           |
| Natural resources, construction, and maintenance                | 7                      | 2                  | 4                    | 29                | 42                           |
| Construction, extraction, farming, fishing, and forestry .....  | 3                      | 2                  | 3                    | 20                | 30                           |
| Installation, maintenance, and repair .....                     | 10                     | 2                  | 4                    | 37                | 52                           |
| Production, transportation, and material moving ...             | 5                      | 2                  | 3                    | 32                | 49                           |
| Production .....  | 7                      | 3                  | 3                    | 37                | 51                           |
| Transportation and material moving .....                        | 2                      | 2                  | 3                    | 28                | 47                           |
| Full time .....   | 12                     | 7                  | 8                    | 43                | 59                           |
| Part time .....   | 6                      | 1                  | 3                    | 25                | 38                           |
| Union .....   | 16                     | 2                  | 9                    | 50                | 77                           |
| Nonunion .....  | 10                     | 6                  | 6                    | 37                | 50                           |
| Average wage within the following categories <sup>3</sup> :     |                        |                    |                      |                   |                              |
| Lowest 25 percent .....   | 5                      | 1                  | 2                    | 22                | 33                           |
| Lowest 10 percent .....   | 5                      | ( <sup>4</sup> )   | 1                    | 16                | 26                           |
| Second 25 percent .....   | 8                      | 3                  | 5                    | 36                | 52                           |
| Third 25 percent .....  | 12                     | 7                  | 8                    | 45                | 61                           |
| Highest 25 percent .....  | 18                     | 13                 | 12                   | 57                | 73                           |
| Highest 10 percent .....  | 19                     | 17                 | 14                   | 61                | 77                           |
| <b>Establishment characteristics</b>                            |                        |                    |                      |                   |                              |
| Goods-producing industries .....                                | 7                      | 5                  | 2                    | 38                | 50                           |
| Service-providing industries .....                              | 11                     | 6                  | 7                    | 39                | 54                           |
| Education and health services .....                             | 15                     | 3                  | 7                    | 48                | 64                           |
| Educational services .....                                      | 14                     | 4                  | 8                    | 49                | 69                           |
| Elementary and secondary schools .....                          | 9                      | 1                  | 3                    | 45                | 68                           |
| Junior colleges, colleges, and universities                     | 27                     | —                  | 19                   | 68                | 79                           |
| Health care and social assistance .....                         | 15                     | 3                  | 5                    | 47                | 60                           |
| Hospitals .....   | 28                     | 3                  | 12                   | 80                | 92                           |
| Public administration .....                                     | 17                     | 6                  | 17                   | 55                | 77                           |

See footnotes at end of table.

**Table 40. Quality of life benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2014—continued**

(All workers = 100 percent)

| Characteristics           | Childcare <sup>2</sup> | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---------------------------|------------------------|--------------------|----------------------|-------------------|------------------------------|
| 1 to 99 workers .....     | 4                      | 4                  | 3                    | 20                | 30                           |
| 1 to 49 workers .....     | 4                      | 4                  | 3                    | 17                | 26                           |
| 50 to 99 workers .....    | 5                      | 3                  | 4                    | 28                | 44                           |
| 100 workers or more ..... | 16                     | 7                  | 9                    | 57                | 75                           |
| 100 to 499 workers .....  | 9                      | 6                  | 5                    | 47                | 65                           |
| 500 workers or more ..... | 23                     | 9                  | 14                   | 66                | 85                           |
| <b>Geographic areas</b>   |                        |                    |                      |                   |                              |
| Northeast .....           | 13                     | 6                  | 9                    | 38                | 54                           |
| New England .....         | 15                     | 6                  | 7                    | 39                | 55                           |
| Middle Atlantic .....     | 12                     | 6                  | 9                    | 38                | 54                           |
| South .....               | 9                      | 7                  | 4                    | 41                | 54                           |
| South Atlantic .....      | 11                     | 7                  | 5                    | 42                | 56                           |
| East South Central .....  | 9                      | 7                  | 3                    | 39                | 50                           |
| West South Central .....  | 8                      | 5                  | 3                    | 39                | 53                           |
| Midwest .....             | 10                     | 5                  | 5                    | 39                | 53                           |
| East North Central .....  | 11                     | 6                  | 6                    | 39                | 54                           |
| West North Central .....  | 10                     | 5                  | 5                    | 38                | 52                           |
| West .....                | 10                     | 4                  | 10                   | 37                | 52                           |
| Mountain .....            | 11                     | 4                  | 8                    | 34                | 52                           |
| Pacific .....             | 10                     | 5                  | 11                   | 39                | 53                           |

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</sup> A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using ECEC data for March 2014.

<sup>4</sup> Less than 0.5.

Note: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20132014.htm](http://www.bls.gov/ncs/ebs/glossary20132014.htm).